

EQUANT DATA PROTECTION POLICY

Policy Statement

Equant will provide a uniform minimum standard of data protection for all personal information which it processes, across the world. Equant has, accordingly, put into place agreements which provide security, worldwide, to the high standard required by the European Union and, where higher standards are required by the Data Protection legislation in other countries, Equant will comply with such national requirements.

Equant will treat all personal information, including sensitive personal information (as strictly defined by EC Directive 95/46/EC) wherever in the world it is processed, in accordance with the following 8 principles:-

Principle 1.

Data shall be processed fairly and lawfully with the express consent of the data subject unless processing is necessary to comply with a contract with that data subject.

Principle 2.

Data shall be obtained for one or more specified and lawful purposes and may not be further processed in any manner incompatible with those purposes.

Principle 3.

Data should be adequate, relevant and not excessive in relation to the purpose for which the data is processed.

Principle 4.

Data should be accurate and kept up-to-date.

Principle 5.

Data shall not be kept for longer than is necessary.

Principle 6.

Data shall be processed in accordance with the rights of the data subject under the law.

Principle 7.

Appropriate technical and organizational measures shall be taken against unauthorized or unlawful processing of data as well as against accidental loss, destruction or damage to such data.

Principle 8.

Data shall not be transferred outside the European Economic Area unless the country to which it is transferred ensures an adequate level of protection in line with the eight principles established under the Directive.

Purpose Limitation

Personal Data must be processed and subsequently used or further communicated only for specific purposes permitted by the Law. Personal Data must not be kept longer than necessary for the purpose for which they are transferred.

Rights of Access

As provided in Article 12 of the Directive, the Data Subject must have a right of access to all data relating to him/her which are processed. As appropriate, the Data Subject must have the right to the rectification, erasure or blocking of certain data the processing of which does not comply with the principles set out in this Schedule, in particular because the data is inaccurate or incomplete. Data Subjects should also be able to object to the processing of his/her Personal Data on compelling legitimate grounds relating to his/her personal circumstances.

Data Quality and Proportionality

Personal Data must be accurate and, where necessary, kept up to date. Personal Data must be adequate, relevant and not excessive in relation to the purposes for which they are transferred or processed.

Transparency

Data Subjects must be provided with information as to the purposes of the processing and the identity of the Data Controller in the third country and other information insofar as this is necessary to ensure fair processing, unless such information has already been given by the Data Exporter.

Security and Confidentiality

Technical and organisational security measures must be taken by the Data Controller that are appropriate to the risks, such as unauthorised access, presented by the processing. Any person acting under the authority of the Data Controller, including a Processor, must not process the Personal Data except on instructions from the Data Controller.

Restriction on Onward Transfers

The Equant group of companies has entered into an EU approved Trans Border Data Flow Agreement which undertakes to afford Data Subjects, worldwide within the group's network, the same level of protection of their personal data as they would enjoy in the EU.

Special Categories of Data

Where data revealing or concerning racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union memberships health, sex life,

offences, criminal convictions or security measures are processed, additional safeguards should be in place within the meaning of the Directive. In particular, appropriate security measures such as strong encryption for transmission should be used and operating an access log for sensitive data.

Automated Individual decisions

Where the purpose of a transfer is the taking of an automated decision as referred to in Article 15 of the Directive producing legal effects concerning or significantly affecting the individual (and which is based solely on automated processing of data intended to evaluate certain personal aspects relating to an individual, such as performance at work, reliability or conduct) the individual should have the right to know the reasoning for this decision.

Equant will ensure that any such decisions made by use of automated systems are explained to individuals by local staff.

Direct Marketing

Equant does not use Personal Data for the purposes of direct marketing and will not transmit Personal Data to third parties for this purpose.

All Equant Employees, as a condition of being granted access to any Personal Data, have expressly agreed to abide by the Equant Data Protection Policy.